



# *2012*

## *State Government Workforce*

### *Statistics*

Historical Governor's Annual Workforce Reports can be found on our Web site:  
[www.workforcereport.state.pa.us](http://www.workforcereport.state.pa.us)

## STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD

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**STATE GOVERNMENT WORKFORCE STATISTICS**  
*July 2011*

## **Executive Summary**

### **General Pennsylvania Statistics**

Pennsylvania Population	12,709,630 (1)
Population	Rank 6th (1)
Average Salary of State Workers	Rank 20th (2)
State Employees Per Population	Rank 45th (3)
Pennsylvania Labor Force	6,303,000 (4)

### **Commonwealth Positions as of June 30, 2011 (5)**

Number of Full-Time and Part-Time Filled Salaried Positions	74,086
Number of Full-Time and Part-Time Filled Wage Positions	6,680
Salaried Payroll	\$3.87 Billion
Wage Payroll	\$188 Million

### **Profile of Full-Time Salaried Employees as of June 30, 2011 (5)**

Number of Full-Time Salaried Employees	73,874
Average Age	45
Average Length of Service in Years	12
Average Annual Salary	\$50,598
Average Annual Benefits	\$25,228
Average Annual Sick Leave Days	9.3
Percent Civil Service	68.8 %
Percent Represented by Unions	82.1 %
Percent Minorities	13.4 %
Annual Separation Rate	9.5 %

## **Notes**

(1) "Intercensal Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico" as of July 1, 2010, U.S. Census Bureau, Population Division.

(2) "2010 Annual Survey of Public Employment and Payroll", U.S. Census Bureau. March 2010 data is the latest available.

(3) "2010 Annual Survey of Public Employment and Payroll" as of March 2010 and "Intercensal Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico" as of July 1, 2010, U.S. Census Bureau.

(4) "Monthly Seasonally Adjusted Labor Force, Employment and Unemployment data in Pennsylvania for July, 2011" from PA Department of Labor and Industry, Center for Work Force Information and Analysis.

(5) Under the Governor's jurisdiction only. All data in these sections as of close of business June 30, 2011.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Total Employment**  
**July of Each Year**

*Over Seventy Years of Change - Filled Salaried and Wage Positions*  
*(GAWFR Table 1)*

Frz Fiscal Yr	Salaried	Wage
1935	19,500	
1940	33,500	16,500
1945	31,000	10,000
1950	38,000	20,000
1955	50,000	16,000
1960	57,000	15,500
1965	69,000	17,000
1970 *	101,000	13,000
1975	110,000	8,000
1980	100,000	7,600
1985 **	81,000	8,000
1990	79,600	5,400
1995	81,200	5,800
2000	79,600	5,400
2005	77,041	6,997
2009	77,248	7,527
2010	76,110	7,580
2011	74,086	6,680

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried and wage positions. Data as of January of each year prior to 1970 because of data availability for earlier years. \*In 1968, 10,812 highway maintenance wage positions in the Department of Transportation were transferred to salaried positions. \*\*On July 1, 1983, 8,553 salaried and 90 wage positions were transferred from the Governor's jurisdiction to the State System of Higher Education.

COMMENTS: Except for the World War II era, there was a steady growth pattern in the number of filled state jobs from 1930 to 1975. The period since 1975 has shown a reversal of that general pattern. The July 2011 data shows a decrease of 2,024 filled salaried positions and a decrease of 900 wage positions from the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Union/Management Status**  
**July 2011**

*Commonwealth Employment by Union*  
*(GAWFR Table 22)*

Union	Abbreviation	Rank-and-File	Supervisory	Total	Percent
American Federation of State, County, and Municipal Employees	AFSCME (Master Agreement/Memorandum)	28,581	3,284	31,865	43.1%
- Other AFSCME bargaining and supervisory units		8,688	787	9,475	12.8%
- Clerical, Admin., and Fiscal units		8,051	919	8,970	12.1%
- Maintenance and Trades units		6,592	1,151	7,743	10.5%
- Human Services units		5,250	427	5,677	7.7%
Pennsylvania State Corrections Officers Association	PSCOA (corrections officers)	10,310	0	10,310	14.0%
Pennsylvania Social Services Union	PSSU (social workers)	7,536	1,219	8,755	11.9%
Pennsylvania State Troopers Association	PSTA (state police)	4,329	0	4,329	5.9%
United Food and Commercial Workers	UFCW (liquor store clerks)	1,476	0	1,476	2.0%
Service Employees International Union, District 1199P, CTW, CLC	SEIU (nurses, non-supervisory)	1,247	0	1,247	1.7%
Independent State Store Union	ISSU (liquor store managers)	0	676	676	0.9%
Correctional Institution Vocational Education Association	CIVEA (corrections education teachers)	393	0	393	0.5%
Federation of State Cultural and Educational Professionals	FOSCEP (educational and cultural professionals)	263	34	297	0.4%
Office and Professional Employees International Union Healthcare Pennsylvania	OPEIU (nurses, supervisory)	0	232	232	0.3%
United Government Security Officers of America	UGSOA (security officers)	174	26	200	0.3%
Fraternal Order of Police - Lodge 114 - Game Commission	FOP* (wildlife conservation officers)	179	0	179	0.2%
Pennsylvania Doctors Alliance	PDA (physicians)	160	16	176	0.2%
Pennsylvania Liquor Enforcement Association, Liquor Law Enforcement Unit	PLEA (liquor enforcement officers)	110	0	110	0.1%
Fraternal Order of Police - Capitol Police Lodge 85	FOP (Capitol Police)	100	0	100	0.1%
Pennsylvania State Rangers Association	PSRA (DCNR rangers)	81	0	81	0.1%
Fraternal Order of Police - Lodge 114 - Fish and Boat Commission	FOP* (waterway conservation officers)	65	11	76	0.1%
Pennsylvania Social Services Union, Hearing Officers	PSSU (unemployment compensation referees)	0	68	68	0.1%
Pennsylvania State Education Association, Non-Tenured Teachers	PSEA (non-tenured teachers)	28	0	28	0.0%
Commonwealth Bar Association, Public Utility Commission	CBA (PUC attorneys)	25	0	25	0.0%
Alliance of Liquor Enforcement Supervisors	ALES (liquor law enforcement supervisors 3)	0	20	20	0.0%
<b>Total</b>		<b>55,057</b>	<b>5,586</b>	<b>60,643</b>	<b>82.1%</b>
Non-Union Employees				634	0.9%
Management Employees				12,597	17.1%
<b>COMMONWEALTH TOTAL</b>				<b>73,874</b>	<b>100.0%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The primary occupations represented by the union are shown in parentheses. Fiscal year data as of close of business June 30, 2011.

\*Beginning fiscal year 2010-2011, FOP Game Wildlife Conservation Officers and FOP Fish and Boat Waterway Conservation Officers are being reported as individual unions; previously they were reported as FOP (Conservation Officers) totals.

COMMENTS: 82.1 percent of state employees are represented by a union, with AFSCME representing the largest percentage.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Employment by Job Category**  
**July 2011**

*Distribution of State Government Employees by Occupational Group*  
*(GAWFR Table 20)*

<b>Job Category</b>	<b>Employees</b>	<b>Percentage</b>
Officials/Administrators	10,852	14.69%
Professionals	18,036	24.41%
Technicians	2,328	3.15%
Protective Service Workers	13,780	18.65%
Paraprofessionals	1,292	1.75%
Office and Clerical	12,173	16.48%
Skilled Craft Workers	4,316	5.84%
Service/Maintenance	11,097	15.02%
<b>Totals:</b>	<b>73,874</b>	<b>100%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Percentages are based on the total number of full-time salaried employees under the Governor's jurisdiction as of June 30, 2011. Sum of percents shown may not equal one hundred due to rounding.

COMMENTS: State employees categorized as Professionals comprise the largest percentage (24.41%) of the eight occupational groupings. Paraprofessionals comprise the smallest percentage (1.75%). While the percentages have changed slightly, the ranking of these two groups has remained consistent over the previous seven reporting years.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Overall Complement**  
**Top 25 Employee Classifications**  
**July 2011**

*Most Populous Class Titles - Top 25*  
*(GAWFR Table 36)*

<b>Class Title</b>	<b>Number</b>
Corrections Officer 1.....	6,937
Income Maintenance Caseworker.....	4,053
State Police Trooper.....	3,193
Clerk Typist 2.....	2,734
Transportation Equipment Operator B.....	2,371
Residential Services Aide Manager.....	1,528
Transportation Equipment Operator A.....	1,473
Clerk Typist 3.....	1,383
Corrections Officer 2.....	1,129
Liquor Store Clerk 1.....	1,008
Clerk 2.....	956
Registered Nurse.....	944
Licensed Practical Nurse.....	767
State Police Corporal.....	732
Maintenance Repairman 2.....	647
Income Maintenance Casework Supervisor.....	640
Psychiatric Aide.....	624
Clerk 3.....	579
Parole Agent 2.....	546
Administrative Assistant 1.....	544
Nurse Aide.....	537
Corrections Food Service Instructor.....	528
Custodial Worker 1.....	521
Highway Forman 2.....	515
Corrections Officer 3.....	504

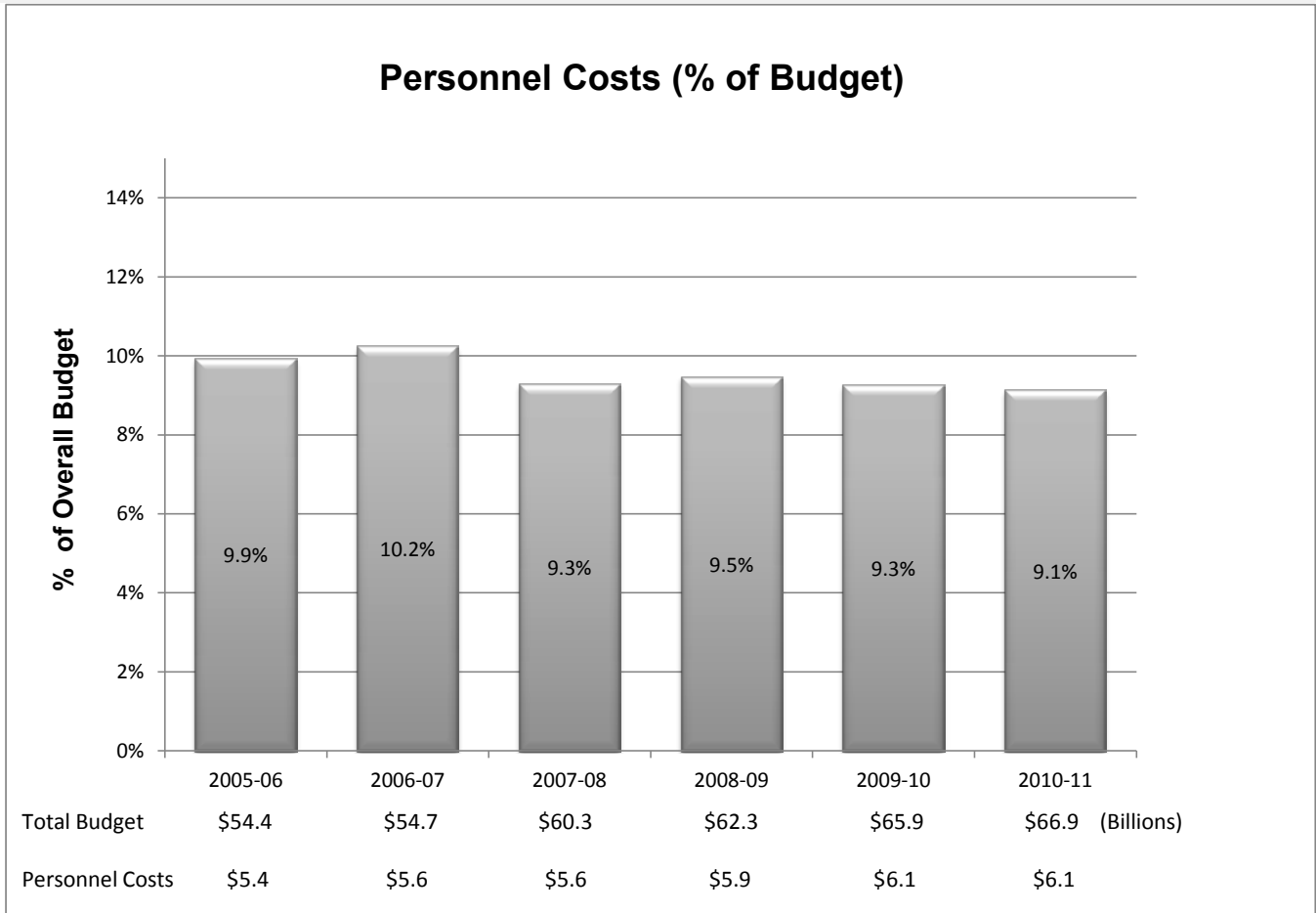
SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: Out of 2,549 different active class titles, 48 percent of the salaried work force (35,393 employees) serve in the 25 most populous class titles. All of the above listed class titles were also listed as most populous class titles in the previous year. The number of classes ranking consistently with the previous year was 13 of 25.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Personnel Costs (% of Budget)**  
**Fiscal Years 2005-2006 to 2010-2011**

*Personnel Costs as a Percentage of Budget*  
*(GAWFR Table 7)*



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: The proposed budget consists of planned expenditures as documented on page B7 of the Governor's Executive Budget. Personnel costs are calculated using payroll and derived benefits costs for full-time permanent salaried employees. The wage payroll and overtime costs for salaried and wage employees are also included as personnel costs.

COMMENTS: The percentage of personnel costs to state budget dropped for the second consecutive year.



**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial  
Personnel and Benefit Costs  
Since Fiscal Year 1996-97**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

<b>Fiscal Year</b>	<b>Payroll Average Total Salary</b>	<b>Benefits Total Average Benefits Costs</b>	<b>Benefits as a Percent of Average Total Salary</b>
1996-97	\$34,752	\$11,422	32.9%
1997-98	\$36,110	\$13,140	36.4%
1998-99	\$37,406	\$13,544	36.2%
1999-00	\$38,745	\$13,614	35.1%
2000-01	\$40,082	\$12,732	31.8%
2001-02	\$41,405	\$13,111	31.7%
2002-03	\$43,112	\$13,328	30.9%
2003-04	\$42,749	\$16,307	38.1%
2004-05	\$42,504	\$17,739	41.70%
2005-06	\$43,553	\$19,353	44.5%
2006-07	\$45,286	\$20,927	46.2%
2007-08	\$46,113	\$21,677	47.0%
2008-09	\$47,821	\$22,657	47.4%
2009-10	\$49,082	\$24,912	50.8%
<b>2010-11</b>	<b>\$50,598</b>	<b>\$25,228</b>	<b>49.9%</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). Salaries do not include overtime. Salaries are calendar year-end figures. State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

COMMENTS: Total benefit costs rose from an average of \$11,422 per employee in 1996-1997 to \$25,228 per employee in 2010-2011. Benefits as a percent of salary increased from 32.9 percent in 1996-1997 to 49.9 percent in 2010-2011.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Benefit Costs per Employee**  
**Fiscal Years 1996-1997 to 2010-2011**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40)*

**Percentages**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
1996-97	28.28%	15.82%	0.65%	23.39%	23.28%	0.00%	7.06%	1.52%	\$11,422	\$34,752	32.9%
1997-98	35.17%	16.09%	0.84%	20.01%	21.03%	0.00%	5.49%	1.38%	\$13,140	\$36,110	36.4%
1998-99	35.79%	16.58%	1.09%	18.50%	21.13%	0.00%	5.52%	1.38%	\$13,544	\$37,406	36.2%
1999-00	36.22%	19.17%	0.93%	14.23%	21.77%	0.00%	6.26%	1.43%	\$13,614	\$38,745	35.1%
2000-01	38.73%	23.77%	0.86%	4.37%	24.08%	0.00%	6.61%	1.57%	\$12,732	\$40,082	31.8%
2001-02	37.60%	26.86%	0.84%	1.71%	24.16%	0.00%	7.26%	1.58%	\$13,111	\$41,405	31.7%
2002-03	37.05%	26.87%	0.44%	3.46%	24.74%	0.00%	5.82%	1.62%	\$13,328	\$43,112	30.9%
2003-04	43.87%	25.59%	0.74%	2.80%	20.05%	0.00%	5.64%	1.31%	\$16,307	\$42,749	38.1%
2004-05	39.70%	30.08%	0.68%	4.86%	18.33%	0.00%	5.15%	1.20%	\$17,739	\$42,504	41.70%
2005-06	37.06%	32.34%	0.62%	6.79%	17.22%	0.00%	4.84%	1.13%	\$19,353	\$43,553	44.5%
2006-07	38.63%	29.91%	0.57%	8.70%	16.56%	0.00%	4.54%	1.08%	\$20,927	\$45,286	46.2%
2007-08	39.70%	28.87%	0.57%	8.51%	16.28%	0.00%	5.00%	1.07%	\$21,677	\$46,113	47.0%
2008-09	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%	\$22,657	\$47,821	47.4%
2009-10	42.01%	27.63%	0.49%	8.44%	16.15%	0.00%	4.64%	0.63%	\$24,912	\$49,082	50.8%
<b>2010-2011</b>	<b>42.54%</b>	<b>23.10%</b>	<b>0.44%</b>	<b>10.03%</b>	<b>15.34%</b>	<b>2.81%</b>	<b>4.71%</b>	<b>1.02%</b>	<b>\$25,228</b>	<b>\$50,598</b>	<b>49.9%</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs. Sum of percents shown may not equal one hundred due to rounding.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Benefit Costs per Employee**  
**Fiscal Years 1996-1997 to 2010-2011 (Continued)**

*Historical Average Per Employee State Paid Benefit Costs  
(GAWFR Table 40) (Continued)*

**Dollars**

Fiscal Year	State Employee Health Program	Retired Employees Health Program	Group Life Insurance	Retirement	Social Security and Medicare	Leave Payout	Workers' Comp	Unemp Comp	Total Average Benefits Costs	Average Total Salary	Benefits as a Percent of Average Total Salary
1996-97	\$3,230	\$1,807	\$74	\$2,672	\$2,659	\$0	\$806	\$174	\$11,422	\$34,752	32.9%
1997-98	\$4,621	\$2,114	\$110	\$2,629	\$2,763	\$0	\$722	\$181	\$13,140	\$36,110	36.4%
1998-99	\$4,847	\$2,246	\$148	\$2,506	\$2,862	\$0	\$748	\$187	\$13,544	\$37,406	36.2%
1999-00	\$4,931	\$2,610	\$126	\$1,937	\$2,964	\$0	\$852	\$194	\$13,614	\$38,745	35.1%
2000-01	\$4,931	\$3,026	\$110	\$557	\$3,066	\$0	\$842	\$200	\$12,732	\$40,082	31.8%
2001-02	\$4,930	\$3,521	\$110	\$224	\$3,167	\$0	\$952	\$207	\$13,111	\$41,405	31.7%
2002-03	\$4,938	\$3,581	\$58	\$461	\$3,298	\$0	\$776	\$216	\$13,328	\$43,112	30.9%
2003-04	\$7,154	\$4,173	\$120	\$457	\$3,270	\$0	\$919	\$214	\$16,307	\$42,749	38.1%
2004-05	\$7,042	\$5,336	\$120	\$863	\$3,251	\$0	\$914	\$213	\$17,739	\$42,504	41.7%
2005-06	\$7,172	\$6,259	\$120	\$1,315	\$3,332	\$0	\$937	\$218	\$19,353	\$43,553	44.5%
2006-07	\$8,085	\$6,259	\$120	\$1,820	\$3,465	\$0	\$951	\$226	\$20,927	\$45,286	46.2%
2007-08	\$8,606	\$6,259	\$124	\$1,845	\$3,528	\$0	\$1,084	\$231	\$21,677	\$46,113	47.0%
2008-09	\$9,519	\$6,259	\$112	\$1,913	\$3,658	\$0	\$1,052	\$143	\$22,657	\$47,821	47.4%
2009-10	\$10,432	\$6,259	\$112	\$1,963	\$3,755	\$933	\$1,153	\$304	\$24,912	\$49,082	50.8%
<b>2010-2011</b>	<b>\$10,732</b>	<b>\$5,827</b>	<b>\$112</b>	<b>\$2,530</b>	<b>\$3,871</b>	<b>\$708</b>	<b>\$1,189</b>	<b>\$258</b>	<b>\$25,228</b>	<b>\$50,598</b>	<b>49.9%</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Costs are on an annual basis by fiscal year (July 1 through June 30). State Employee Health Program and Retired Employees Health Program costs are based on agency contributions to the programs.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Average Salary by Agency**  
**July 2011**

*Agency Comparison of Average Salary*  
*(GAWFR Table 39)*

Agency	Average Salary
Aging . . . . .	\$59,921
Agriculture . . . . .	\$50,801
Banking . . . . .	\$58,285
Civil Service Commission . . . . .	\$52,287
Community and Economic Development . . . . .	\$61,500
Conservation and Natural Resources . . . . .	\$48,840
Corrections . . . . .	\$52,165
Education . . . . .	\$59,599
Emergency Management Agency . . . . .	\$53,394
Environmental Protection . . . . .	\$57,771
Executive Offices . . . . .	\$58,532
Fish and Boat Commission . . . . .	\$48,158
Game Commission . . . . .	\$48,690
General Services . . . . .	\$46,601
Health . . . . .	\$56,422
Historical and Museum Commission . . . . .	\$53,725
Insurance . . . . .	\$61,670
Labor and Industry . . . . .	\$48,848
Liquor Control Board . . . . .	\$40,874
Military and Veterans Affairs . . . . .	\$41,781
Milk Marketing Board . . . . .	\$50,843
Municipal Retirement System . . . . .	\$50,684
Probation and Parole Board . . . . .	\$54,981
Public School Employees Retirement System . . . . .	\$60,773
Public Utility Commission . . . . .	\$64,747
Public Welfare . . . . .	\$46,183
Revenue . . . . .	\$50,271
Securities Commission . . . . .	\$62,122
State . . . . .	\$50,489
State Employees Retirement System . . . . .	\$59,501
State Police . . . . .	\$70,845
State Tax Equalization Board . . . . .	\$38,918
Transportation . . . . .	\$43,735
<b>COMMONWEALTH AVERAGE . . . . .</b>	<b>\$50,598</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: As of July 2011, the highest average salary was in the Pennsylvania State Police and the lowest was in the State Tax Equalization Board.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Average Compensation by Union**  
**July 2011**

*Comparison of Average Annual Compensation by Union*  
*Fiscal Year 2010-2011*  
*(GAWFR Table 23)*

Union	Average Annual Salary	Average Annual Benefit Costs	Average Total Annual Compensation	Average Annual Overtime Costs
AFSCME (Master Agreement/Memorandum)	\$41,030	\$22,333	\$63,363	\$1,975
-Clerical, Administrative, and Fiscal units	\$35,864	\$21,494	\$57,358	\$515
-Maintenance and Trades units	\$37,978	\$21,839	\$59,817	\$4,173
-Human Services units	\$36,369	\$21,577	\$57,946	\$2,569
-Other AFSCME units	\$51,206	\$23,964	\$75,170	\$1,260
<i>* Average for all employees in the four categories</i>				
PSCOA (corrections officers)	\$50,045	\$25,216	\$75,261	\$4,579
PSSU (social workers)	\$49,067	\$23,621	\$72,688	\$660
PSTA (state police)	\$79,396	\$43,084	\$122,480	\$5,837
SEIU (non-supervisory nurses)	\$67,118	\$28,153	\$95,271	\$3,319
UFCW (liquor store clerks)	\$31,338	\$21,357	\$52,695	\$2,332
ISSU (liquor store managers)	\$48,165	\$23,476	\$71,641	\$3,093
CIVEA (corrections education teachers)	\$63,888	\$27,038	\$90,926	\$142
FOSCEP (educational and cultural)	\$62,202	\$25,725	\$87,927	\$173
OPEIU (nurse supervisors)	\$81,326	\$30,556	\$111,882	\$4,809
UGSOA (security officers)	\$34,980	\$21,350	\$56,330	\$3,258
PDA (physicians)	\$112,346	\$34,457	\$146,803	\$20,629
FOP (capitol police)	\$54,040	\$25,423	\$79,463	\$6,090
FOP* (waterways conservation officers)	\$49,796	\$24,781	\$74,577	\$4,243
FOP *(wildlife conservation officers)	\$52,403	\$25,198	\$77,601	\$5,015
PSEA (non-tenured teachers)	\$70,710	\$27,088	\$97,798	\$0
PLEA (liquor enforcement officers)	\$48,577	\$24,969	\$73,546	\$1,310
PSRA (state park rangers)	\$50,445	\$24,780	\$75,225	\$1,187
PSSU (unemployment compensation referees)	\$70,710	\$27,088	\$97,798	\$1,793
CBA (PUC attorneys)	\$87,308	\$30,790	\$118,098	\$0
ALES (liquor enforcement officers 3)	\$65,791	\$27,813	\$93,604	\$1,877
Non-Union Employees	\$60,804	\$25,501	\$86,305	\$1,528
Management Employees	\$64,512	\$26,095	\$90,607	\$492
<b>COMMONWEALTH AVERAGE</b>	<b>\$50,598</b>	<b>\$25,228</b>	<b>\$75,826</b>	<b>\$2,230</b>

SOURCE: Group Insurance Division, Office of Administration.

NOTE: Includes full-time, permanent salaried employees. Average total annual compensation includes salary and benefits; excludes overtime pay.

\*Beginning fiscal year 2010-2011, FOP Game Wildlife Conservation Officers and FOP Fish and Boat Waterway Conservation Officers are being reported as individual unions; previously they were reported as FOP (Conservation Officers) totals.

COMMENTS: The highest paid group of employees are those represented by the Pennsylvania Doctors Alliance, earning an average of \$146,803 annually in pay and benefits. Union-represented employee groups are earning no less than an average of \$52,695 in total annual compensation. Because some benefits are calculated as a percentage of salary, benefit costs tend to be higher among higher-paid employees. Benefits costs range from \$21,350 for UGSOA to \$43,084 for PSTA.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Financial**  
**Overtime Costs**  
**Fiscal Year 2010 - 2011**

*Overtime Costs by Agency*  
*Fiscal Year 2006-07 to 2010-11*  
*(GAWFR Table 42b)*

<b>Total Overtime Expenditure Per Agency</b>					
<b>AGENCY</b>	<b>2006-07</b>	<b>2007-08</b>	<b>2008-09</b>	<b>2009-10</b>	<b>2010-11</b>
Corrections	\$37,668,904	\$55,001,450	\$50,108,322	\$50,914,458	\$48,846,498
Transportation	\$41,875,482	\$42,237,191	\$39,619,359	\$43,356,293	\$41,168,255
State Police	\$26,281,546	\$26,212,960	\$26,155,917	\$28,239,145	\$27,076,969
Public Welfare	\$30,613,370	\$31,666,175	\$29,269,124	\$27,062,319	\$26,401,847
Labor and Industry	\$4,749,130	\$3,661,052	\$5,573,705	\$5,427,274	\$7,552,056
Liquor Control Board	\$7,065,070	\$6,443,199	\$7,046,200	\$6,986,150	\$6,374,562
Military and Veterans Affairs	\$4,517,822	\$5,386,006	\$5,791,121	\$5,840,073	\$4,973,586
General Services	\$1,526,049	\$1,323,185	\$1,133,519	\$1,195,890	\$1,147,695
Game Commission	\$899,653	\$951,491	\$945,856	\$901,527	\$1,127,223
Probation and Parole	\$664,406	\$924,235	\$789,861	\$882,399	\$1,040,241
Conservation and Natural Resources	\$1,712,287	\$1,972,264	\$1,703,204	\$739,343	\$882,812
Fish and Boat Commission	\$711,338	\$724,051	\$730,947	\$738,198	\$745,290
Public School Employee Retirement System	\$594,023	\$735,782	\$933,913	\$637,932	\$498,493
Health	\$593,855	\$678,683	\$287,208	\$1,111,200	\$477,045
Agriculture	\$803,264	\$812,781	\$595,535	\$399,681	\$448,455
Emergency Management Agency	\$824,842	\$367,339	\$334,963	\$349,622	\$276,095
Public Utility Commission	\$216,152	\$360,726	\$421,526	\$485,970	\$249,028
State Employees Retirement System	\$120,565	\$43,094	\$1,790	\$5,216	\$61,914
Infrastructure Investment Authority	\$18,813	\$16,913	\$29,555	\$32,611	\$27,661
All Other Agencies	\$1,952,676	\$2,230,976	\$1,562,332	\$1,459,916	\$1,103,774
<b>COMMONWEALTH AVERAGE</b>	<b>\$163,409,247</b>	<b>\$181,749,553</b>	<b>\$173,033,957</b>	<b>\$176,765,217</b>	<b>\$170,479,499</b>

SOURCE: Salary and Time Administration Division, Office of Administration.

NOTE: Includes full-time permanent salaried and wage employees.

COMMENTS: Overtime costs in fiscal year 2010-11 decreased by 3.6% from the previous year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Employment by Agency**  
**July 2011**

*Civil Service/Non-Civil Service Filled Salaried Positions by Agency*  
*(GAWFR Table 8)*

Agency	Civil Service		Non-Civil Service		Total
	Number	Percent	Number	Percent	
Aging	74	82.2%	16	17.8%	90
Agriculture	257	48.3%	275	51.7%	532
Banking	151	86.8%	23	13.2%	174
Civil Service Commission	120	94.5%	7	5.5%	127
Community and Economic Development	29	10.4%	250	89.6%	279
Conservation and Natural Resources	1,235	97.6%	31	2.4%	1,266
Corrections	12,379	81.8%	2,752	18.2%	15,131
Education	437	91.0%	43	9.0%	480
Emergency Management Agency	135	90.0%	15	10.0%	150
Environmental Protection	2,417	94.7%	134	5.3%	2,551
Executive Offices	1,037	55.2%	841	44.8%	1,878
Fish and Boat Commission	269	69.7%	117	30.3%	386
Game Commission	341	52.3%	311	47.7%	652
General Services	321	31.8%	688	68.2%	1,009
Health	1,252	96.5%	46	3.5%	1,298
Historical and Museum Commission	69	39.0%	108	61.0%	177
Insurance	234	85.7%	39	14.3%	273
Labor and Industry	4,529	90.1%	500	9.9%	5,029
Liquor Control Board	2,931	98.1%	56	1.9%	2,987
Military and Veterans Affairs	572	27.0%	1,548	73.0%	2,120
Milk Marketing Board	14	63.6%	8	36.4%	22
Municipal Retirement Board	23	92.0%	2	8.0%	25
Probation and Parole Board	1,027	96.1%	42	3.9%	1,069
Public School Employees Retirement System	241	85.5%	41	14.5%	282
Public Utility Commission	371	80.5%	90	19.5%	461
Public Welfare	15,229	95.6%	702	4.4%	15,931
Revenue	501	25.6%	1,453	74.4%	1,954
Securities Commission	53	70.7%	22	29.3%	75
State	275	59.8%	185	40.2%	460
State Employees Retirement System	145	81.9%	32	18.1%	177
State Police	304	5.2%	5,507	94.8%	5,811
State Tax Equalization Board	7	46.7%	8	53.3%	15
Transportation	4,012	35.8%	7,203	64.2%	11,215
<b>COMMONWEALTH TOTAL</b>	<b>50,991</b>	<b>68.8%</b>	<b>23,095</b>	<b>31.2%</b>	<b>74,086</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time and part-time filled salaried positions. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: The number of civil service positions decreased by 3% from the previous year and the number of non-civil service positions decreased by 2% from the previous year. The Departments of Public Welfare, Corrections, and Labor and Industry employ nearly two-thirds of all civil service workers. The Departments of Transportation and State Police employ over half of all non-civil service workers.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Hires and Separations**  
**Fiscal Year 2010 - 2011**

*Hires and Separations*  
*(GAWFR Table - None)*

<b>Agency</b>	<b>Separations</b>	<b>Hires</b>	<b>Net Change</b>
Aging	9	5	(4)
Agriculture	64	25	(39)
Banking	14	9	(5)
Civil Service Commission	15	5	(10)
Community and Economic Development	48	16	(32)
Conservation and Natural Resources	90	20	(70)
Corrections	973	354	(619)
Education	71	19	(52)
Emergency Management Agency	18	11	(7)
Environmental Protection	211	165	(46)
Executive Offices	239	112	(127)
Fish And Boat Commission	31	9	(22)
Game Commission	48	27	(21)
General Services	114	20	(94)
Health	153	83	(70)
Historical and Museum Commission	20	4	(16)
Insurance	33	6	(27)
Labor and Industry	570	207	(363)
Liquor Control Board	322	26	(296)
Military and Veterans Affairs	222	65	(157)
Milk Marketing Board	3	1	(2)
Municipal Retirement Board	1	0	(1)
Probation and Parole Board	69	32	(37)
System	25	6	(19)
Public Utility Commission	46	14	(32)
Public Welfare	2177	797	(1380)
Revenue	200	127	(73)
Securities Commission	3	3	0
State	49	29	(20)
State Employees Retirement Board	12	5	(7)
State Police	304	98	(206)
State Tax Equalization Board	1	1	0
Transportation	870	400	(470)
<b>COMMONWEALTH TOTALS</b>	<b>7,025</b>	<b>2,701</b>	<b>(4324)</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. The Hires column includes regular appointments, reinstatements from resignation, and reinstatements from adjudication. Excludes Intermittent Liquor Store Clerks and Pennsylvania State Police cadets appointed during fiscal year 2010-2011, since these employees are hired in wage positions and upon promotion become salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: This fiscal year 7,025 employees separated and 2,701 were hired for a net decrease of 4,324 employees as compared to a net decrease of 3,054 employees for the previous year.



**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Diversity by Agency**  
**Fiscal Year 2010 - 2011**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16)*

Agency	Year	Non-Minority				Minority			
		Male		Female		Male		Female	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Aging	July 2010	30	33.7%	50	56.2%	3	3.4%	6	6.7%
	July 2011	27	30.0%	53	58.9%	2	2.2%	8	8.9%
Agriculture	July 2010	318	56.1%	210	37.0%	25	4.4%	14	2.3%
	July 2011	298	56.1%	194	36.5%	23	4.3%	16	3.0%
Banking	July 2010	81	44.3%	83	45.4%	6	3.3%	13	6.6%
	July 2011	79	45.4%	79	45.4%	6	2.3%	10	5.7%
Civil Service Commission	July 2010	38	27.5%	80	58.0%	9	6.5%	11	7.2%
	July 2011	33	26.0%	75	59.1%	7	5.5%	12	8.7%
Community and Economic Development	July 2010	115	37.7%	151	49.5%	9	3.0%	30	9.8%
	July 2011	100	36.6%	138	50.5%	9	2.6%	26	8.4%
Conservation and Natural Resources	July 2010	914	73.5%	306	24.6%	13	0.6%	11	0.9%
	July 2011	928	73.3%	308	24.3%	19	1.0%	11	0.8%
Corrections	July 2010	10,469	68.2%	3,216	20.9%	1,087	7.1%	584	3.8%
	July 2011	10,333	68.3%	3,128	20.7%	1,092	7.2%	574	3.8%
Education	July 2010	157	30.2%	292	56.2%	17	3.3%	53	10.2%
	July 2011	143	29.8%	270	56.3%	16	3.1%	51	10.6%
Emergency Management Agency	July 2010	102	66.7%	41	26.8%	4	1.3%	6	3.9%
	July 2011	99	66.0%	43	28.7%	2	1.3%	6	4.0%
Environmental Protection	July 2010	1,629	64.0%	737	28.9%	98	3.8%	83	3.3%
	July 2011	1,625	63.9%	733	28.8%	98	3.9%	88	3.4%
Executive Offices	July 2010	823	41.0%	889	44.3%	118	5.9%	176	8.8%
	July 2011	776	41.3%	828	44.1%	112	6.0%	161	8.5%
Fish and Boat Commission	July 2010	313	81.5%	67	17.4%	1	0.3%	3	0.8%
	July 2011	316	81.9%	67	17.4%	1	0.3%	2	0.5%
Game Commission	July 2010	520	83.2%	99	15.8%	2	0.2%	4	0.6%
	July 2011	545	83.6%	100	15.3%	2	0.2%	5	0.8%
General Services	July 2010	633	57.2%	246	22.2%	135	12.2%	92	8.3%
	July 2011	579	57.4%	220	21.8%	126	12.5%	84	8.3%
Health	July 2010	334	25.3%	823	62.3%	57	4.3%	107	8.1%
	July 2011	337	26.1%	780	60.4%	59	4.6%	115	8.9%
Historical and Museum Commission	July 2010	111	57.8%	70	36.5%	7	3.6%	4	2.1%
	July 2011	102	57.6%	66	37.3%	5	2.8%	4	2.3%
Insurance	July 2010	134	44.4%	132	43.7%	14	3.6%	22	6.6%
	July 2011	117	43.0%	119	43.8%	12	3.3%	24	8.5%
Labor & Industry	July 2010	1,796	36.0%	2,580	51.8%	199	4.0%	406	8.1%
	July 2011	1,790	35.7%	2,582	51.5%	210	4.1%	435	8.7%
Liquor Control Board	July 2010	1,498	49.1%	981	32.2%	229	7.5%	342	11.2%
	July 2011	1,431	47.9%	973	32.6%	230	7.7%	353	11.8%

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Diversity by Agency (Continued)**  
**Fiscal Year 2010 - 2011**

*Employment by Agency, Minority Group and Gender*  
*(GAWFR Table 16 - Continued)*

Agency	Year	Non-Minority				Minority			
		Male		Female		Male		Female	
		Number	Percent	Number	Percent	Number	Percent	Number	Percent
Military and Veterans Affairs	July 2010	749	35.7%	994	47.4%	105	5.0%	251	11.9%
	July 2011	728	35.1%	972	46.9%	108	5.2%	264	12.7%
Milk Marketing Board	July 2010	21	75.0%	7	25.0%	0	0.0%	0	0.0%
	July 2011	18	81.8%	4	18.2%	0	0.0%	0	0.0%
Municipal Retirement Board	July 2010	7	26.9%	16	61.5%	1	3.8%	2	7.7%
	July 2011	7	28.0%	15	60.0%	1	4.0%	2	8.0%
Probation and Parole Board	July 2010	507	47.2%	367	34.2%	88	8.2%	112	10.2%
	July 2011	509	47.7%	367	34.4%	79	7.4%	112	10.5%
Public School Employees Retirement System	July 2010	109	38.2%	147	51.6%	8	2.8%	21	7.4%
	July 2011	112	39.7%	138	48.9%	9	3.2%	23	8.2%
Public Utility Commission	July 2010	231	48.0%	174	36.2%	31	6.4%	45	9.1%
	July 2011	220	48.1%	165	36.1%	27	5.9%	45	9.6%
Public Welfare	July 2010	4,789	28.4%	8,636	51.1%	903	5.3%	2,560	15.2%
	July 2011	4,382	27.7%	8,133	51.4%	854	5.4%	2,447	15.5%
Revenue	July 2010	829	42.1%	728	37.0%	139	7.1%	271	13.8%
	July 2011	823	42.1%	711	36.4%	140	7.2%	279	14.3%
Securities Commission	July 2010	37	50.0%	30	40.5%	3	4.1%	4	5.4%
	July 2011	36	48.0%	32	42.7%	3	4.0%	4	5.3%
State	July 2010	183	39.1%	216	46.2%	27	5.8%	42	9.0%
	July 2011	175	38.1%	216	47.1%	23	5.0%	45	9.8%
State Employees Retirement System	July 2010	63	35.4%	92	51.7%	7	3.9%	16	9.0%
	July 2011	60	34.1%	92	52.3%	8	4.5%	16	9.1%
State Police	July 2010	4,510	76.8%	931	15.9%	318	5.4%	113	1.9%
	July 2011	4,485	77.2%	907	15.6%	307	5.3%	110	1.9%
State Tax Equalization Board	July 2010	9	60.0%	4	26.7%	0	0.0%	2	13.3%
	July 2011	8	53.3%	5	33.3%	0	0.0%	2	13.3%
Transportation	July 2010	8,802	77.5%	1,528	13.5%	532	4.7%	491	4.3%
	July 2011	8,703	77.6%	1,515	13.5%	513	4.6%	483	4.3%
<b>TOTAL FOR AGENCIES</b>	<b>July 2010</b>	<b>40,861</b>	<b>53.9%</b>	<b>24,923</b>	<b>32.8%</b>	<b>4,195</b>	<b>5.5%</b>	<b>5,897</b>	<b>7.8%</b>
	<b>July 2011</b>	<b>39,924</b>	<b>54.0%</b>	<b>24,028</b>	<b>32.5%</b>	<b>4,103</b>	<b>5.6%</b>	<b>5,817</b>	<b>7.9%</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. For this table, Executive Offices also includes the Governor's Office, Lieutenant Governor's Office, Infrastructure Investment Authority (PENNVEST), Environmental Hearing Board, Office of Administration, Office of the Budget and the Pennsylvania Human Relations Commission.

COMMENTS: Twenty agencies have as many or more minority and female employees than non-minority males, including the Department of Public Welfare, which is the largest state agency. The Department of Revenue has the highest percentage of minority employees of all agencies, accounting for 21.5 percent of their total salaried full-time work force. The Department of Health continues to have the highest representation of females, comprising 69.3 percent of its total salaried full-time work force.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Separation Trends**  
**Fiscal Years 1996-1997 to 2010-2011**

*Historical Trend of Commonwealth Separations  
(GAWFR Table 28)*

Fiscal Year		Retirements	Resignations	Furloughs	Other Separations	Total Separations
<b>1996-1997</b>	Number	3,122	1,276	155	491	5,044
	Rate	4.0%	1.6%	0.2%	0.6%	6.4%
<b>1997-1998</b>	Number	2,305	1,251	109	446	4,111
	Rate	2.9%	1.6%	0.1%	0.6%	5.2%
<b>1998-1999</b>	Number	3,663	1,406	56	503	5,628
	Rate	4.7%	1.8%	0.1%	0.6%	7.2%
<b>1999-2000</b>	Number	2,401	1,460	250	519	4,630
	Rate	3.0%	1.9%	0.3%	0.7%	5.9%
<b>2000-2001</b>	Number	1,935	1,393	30	555	3,913
	Rate	2.4%	1.8%	0.0%	0.7%	4.9%
<b>2001-2002</b>	Number	3,890	1,117	44	583	5,634
	Rate	4.9%	1.4%	0.1%	0.7%	7.1%
<b>2002-2003</b>	Number	4,484	1,201	4	610	6,299
	Rate	5.7%	1.5%	0.0%	0.8%	8.1%
<b>2003-2004</b>	Number	6,153	1,351	5	540	8,049
	Rate	8.1%	1.8%	0.0%	0.7%	10.6%
<b>2004-2005</b>	Number	4,269	1,652	29	584	6,534
	Rate	5.6%	2.2%	0.0%	8.0%	8.5%
<b>2005-2006</b>	Number	2,040	1,714	2	591	4,347
	Rate	3.3%	2.2%	0.0%	0.8%	5.5%
<b>2006-2007</b>	Number	6,581	1,714	0	591	8,886
	Rate	8.6%	2.2%	0.0%	0.8%	11.6%
<b>2007-2008</b>	Number	2,522	1,729	0	628	4,879
	Rate	3.3%	2.2%	0.0%	0.8%	6.3%
<b>2008-2009</b>	Number	2,750	1,286	135	574	4,745
	Rate	3.6%	1.7%	0.2%	0.7%	6.2%
<b>2009-2010</b>	Number	3,274	1,098	349	596	5,317
	Rate	4.3%	1.4%	0.5%	0.7%	7.0%
<b>2010-2011</b>	Number	5,095	1,246	111	573	7,025
	Rate	6.9%	1.7%	0.2%	0.8%	9.5%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Excludes inter-agency transfers and temporary or emergency employees. Other separations include dismissals and deaths. Excludes employee reinstatements to the same or other agency. The furlough counts displayed have been reduced by any returns (employees recalled from furlough status).

COMMENTS: The overall number of separations increased significantly compared to the previous fiscal year, primarily due to an increase in the number of retirements.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Agency Complement**  
**Leave Usage - Paid**  
**Fiscal Year 2010 - 2011**

*Total Paid Leave Days and Cost Per Employee  
(GAWFR Table 45)*

Agency	Annual Avg Days	Annual Avg Cost	Holiday Avg Days	Holiday Avg Cost	Sick Avg Days	Sick Avg Cost	Personal Avg Days	Personal Avg Cost	Other Avg Days	Other Avg Cost
<b>**Commonwealth Average**</b>	<b>16.1</b>	<b>\$3,214</b>	<b>10.5</b>	<b>\$2,029</b>	<b>9.5</b>	<b>\$1,787</b>	<b>3.2</b>	<b>\$634</b>	<b>3.9</b>	<b>\$701</b>
Aging	14.7	\$3,442	10.6	\$2,424	9.3	\$2,122	3.6	\$791	0.4	\$87
Agriculture	13.8	\$2,609	10.6	\$1,978	9.9	\$1,743	3.6	\$669	1.5	\$262
Banking	14.5	\$3,326	10.7	\$2,358	10.5	\$2,206	3.8	\$830	0.2	\$38
Civil Service Commission	17.2	\$3,688	10.9	\$2,204	11.2	\$2,187	4.0	\$809	0.4	\$61
Community and Economic Development	14.2	\$3,337	10.9	\$2,502	8.9	\$1,976	3.7	\$846	0.2	\$56
Conservation and Natural Resources	15.3	\$2,998	10.8	\$2,021	9.5	\$1,727	3.9	\$734	2.0	\$350
Corrections	20.1	\$4,050	9.8	\$1,940	6.8	\$1,455	1.2	\$267	10.5	\$2,087
Education	15.1	\$3,489	10.9	\$2,478	10.1	\$2,256	3.8	\$869	0.2	\$45
Emergency Management Agency	12.5	\$2,502	10.8	\$2,141	8.6	\$1,730	3.4	\$679	1.3	\$265
Environmental Protection	15.9	\$2,672	10.9	\$2,403	9.9	\$2,171	3.8	\$850	0.5	\$99
Executive Offices	15.6	\$3,563	10.7	\$2,376	10.0	\$2,126	3.8	\$841	0.6	\$131
Fish and Boat Commission	14.5	\$2,724	10.2	\$1,821	7.4	\$1,311	3.8	\$676	3.5	\$637
Game Commission	14.4	\$2,825	10.2	\$1,868	7.6	\$1,390	3.9	\$722	1.1	\$218
General Services	15.2	\$2,789	10.8	\$1,922	11.0	\$1,953	3.9	\$691	1.7	\$292
Health	15.6	\$3,449	10.7	\$2,313	10.7	\$2,293	4.0	\$866	1.2	\$273
Historical and Museum Commission	15.2	\$3,009	10.6	\$2,011	9.2	\$1,739	3.6	\$693	2.9	\$546
Insurance	15.9	\$3,747	10.9	\$2,560	9.5	\$2,122	3.9	\$919	0.3	\$60
Labor and Industry	15.0	\$2,934	10.8	\$2,005	10.7	\$1,979	3.8	\$718	0.7	\$132
Liquor Control Board	14.7	\$2,451	10.3	\$1,621	9.5	\$1,473	3.0	\$478	0.3	\$48
Military and Veterans Affairs	12.9	\$2,065	9.6	\$1,500	10.9	\$1,694	3.6	\$570	2.0	\$313
Milk Marketing Board	16.6	\$3,557	11.3	\$2,364	10.2	\$2,196	4.0	\$844	3.5	\$656
Municipal Retirement System	16.1	\$3,211	10.7	\$2,064	11.2	\$2,109	3.9	\$760	0.1	\$17
Probation and Parole Board	13.6	\$2,938	10.7	\$2,217	9.8	\$2,060	3.8	\$785	3.7	\$820
Public School Emp. Retirement System	16.6	\$3,932	10.9	\$2,482	10.4	\$2,185	3.9	\$893	0.5	\$92
Public Utility Commission	16.0	\$4,107	11.0	\$2,656	11.0	\$2,650	3.9	\$940	0.5	\$127
Public Welfare	15.2	\$2,837	10.3	\$1,828	11.5	\$2,040	3.8	\$684	4.6	\$649
Revenue	15.4	\$3,055	10.9	\$2,064	11.1	\$2,075	4.0	\$751	0.3	\$65
Securities Commission	16.8	\$4,238	10.9	\$2,673	11.5	\$2,920	4.1	\$1,021	0.6	\$116
State	13.9	\$2,824	10.9	\$2,099	9.7	\$1,807	3.9	\$750	0.4	\$97
State Employees Retirement System	15.6	\$3,732	11.0	\$2,533	8.4	\$1,767	3.7	\$837	0.1	\$21
State Police	15.1	\$4,220	11.9	\$3,220	5.7	\$1,410	3.7	\$999	1.9	\$549
State Tax Equalization Board	13.2	\$2,074	11.1	\$1,772	11.7	\$1,850	4.1	\$645	0.0	\$0
Transportation	14.9	\$2,621	10.7	\$1,782	10.5	\$1,719	3.9	\$651	1.2	\$184

SOURCE: SAP Wage Types report of payments made and Business Warehouse.

NOTE: Leave usage is calculated for the average full-time equivalent employee and includes permanent full-time employees. Leave costs are determined by multiplying the amount of leave used by the salary of each employee at the time of use. Most employees receive 11 holidays per year. Other leaves include compensatory, administrative, civil, military, educational, disability and stress leave. For corrections officers, bereavement leave is included in the "other" leave category; for all other employees, bereavement leave is included as sick leave.

COMMENTS: Commonwealth employees used an average of 43.3 days of leave, including paid holidays, during fiscal year 2010-2011. This is a slight increase as compared to the previous fiscal year. Most employees earn up to four personal days each leave calendar year; however, due to a significant amount of employees who work for the Securities Commission and State Tax Equalization Board using more than four days of personal leave throughout the fiscal year, the average usage for these agencies increased to 4.1 days of leave.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Employment by Ethnicity**  
**1976 - 2011**

*Changes in Commonwealth Salaried Employment by Race and Gender*  
*1976, 1980, 1985, 1990, 1995, 2000, 2005, 2010, 2011*  
*Full-Time Salaried Employees*  
*(GAWFR Table 15)*

Year	African American				Hispanic				Asian/Hawaiian/Pacific Islander				*American Indian/Alaskan Native			
	Male		Female		Male		Female		Male		Female		Male		Female	
	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent	Number	Percent
July 1976	3,963	3.7%	6,997	6.5%	248	0.3%	184	0.2%	444	0.4%	181	0.2%	*N/A	*N/A	*N/A	*N/A
July 1980	3,956	4.0%	7,045	7.1%	320	0.3%	277	0.3%	336	0.3%	151	0.2%	*N/A	*N/A	*N/A	*N/A
July 1985	3,409	4.2%	5,746	7.1%	352	0.4%	279	0.3%	287	0.4%	164	0.2%	*N/A	*N/A	*N/A	*N/A
July 1990	3,355	4.3%	5,399	6.9%	405	0.5%	333	0.4%	391	0.5%	219	0.3%	*N/A	*N/A	*N/A	*N/A
July 1995	3,617	4.6%	5,301	6.6%	504	0.6%	441	0.5%	493	0.6%	273	0.3%	*N/A	*N/A	*N/A	*N/A
July 2000	3,354	4.3%	4,839	6.2%	524	0.7%	509	0.6%	509	0.6%	296	0.4%	*N/A	*N/A	*N/A	*N/A
July 2005	3144	4.1%	4698	6.1%	571	0.7%	631	0.8%	489	0.6%	391	0.5%	61	0.1%	41	0.1%
July 2010	2953	3.9%	4595	6.1%	646	0.8%	780	1.0%	534	0.7%	463	0.6%	63	0.1%	59	0.0%
July 2011	2841	3.8%	4461	6.0%	651	0.9%	806	1.1%	538	0.7%	477	0.6%	63	0.1%	57	0.1%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. \*For all years prior to 2004, American Indian/Alaskan Native were grouped with Asian/Hawaiian/Pacific Islander in an "Other" category, therefore statistics displayed in the Asian/Hawaiian/Pacific Islander category for years prior to 2004 also include American Indian/Alaskan Native.

COMMENTS: Since 1976 the percentage of minority employees in state government has increased from 11.3 to 13.4 percent.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Employment by Gender**  
**1976 - 2011**

*Changes in Commonwealth Salaried Employment by Minority Group and Gender*  
1976, 1980, 1985, 1990, 1995, 2000, 2005, 2011  
*Full-Time Salaried Employees*  
(GAWFR Table 14)

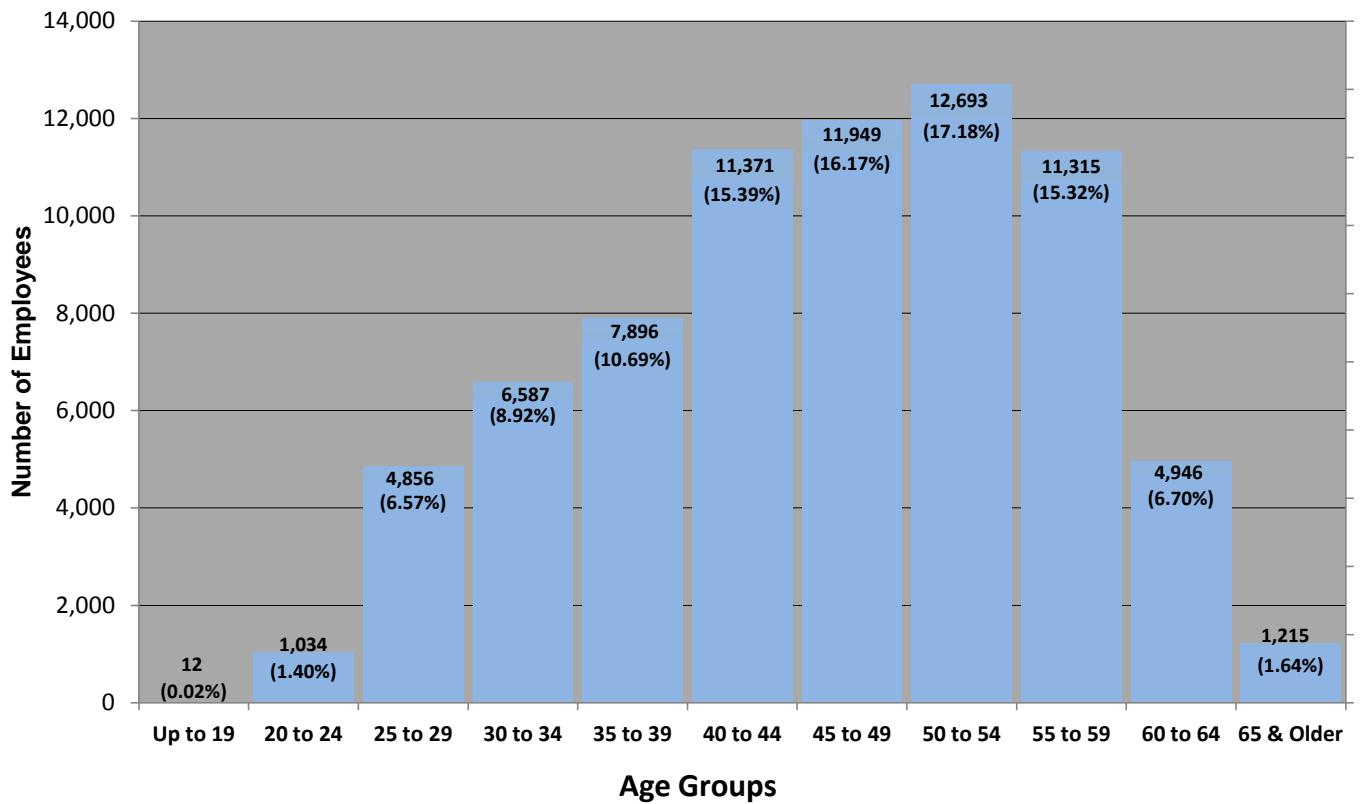
Year	Non-Minority						Minority						Total					
	Male Number	Perc	Female Number	Perc	Undetermined Number	Perc	Male Number	Perc	Female Number	Perc	Undetermined Number	Perc	Male Number	Perc	Female Number	Perc	Undetermined Number	Perc
July 1976	57,415	53.7%	37,416	35.0%	0	0.0%	4,655	4.4%	7,362	6.9%	0	0.0%	62,070	58.1%	44,778	41.9%	0	0.0%
July 1980	51,476	52.0%	35,343	35.7%	0	0.0%	4,612	4.7%	7,473	7.6%	0	0.0%	56,088	56.7%	42,816	43.3%	0	0.0%
July 1985	42,107	51.8%	28,916	35.6%	0	0.0%	4,048	5.0%	6,189	7.6%	0	0.0%	46,155	56.8%	35,105	43.2%	0	0.0%
July 1990	41,293	52.9%	26,635	34.1%	0	0.0%	4,151	5.3%	5,951	7.6%	0	0.0%	45,444	58.2%	32,586	41.8%	0	0.0%
July 1995	43,020	53.5%	26,801	33.3%	0	0.0%	4,614	5.7%	6,015	7.5%	0	0.0%	47,634	59.2%	32,816	40.8%	0	0.0%
July 2000	43,020	54.7%	25,661	32.6%	0	0.0%	4,387	5.6%	5,644	7.2%	0	0.0%	47,407	60.2%	31,305	39.8%	0	0.0%
July 2005	41,529	54.1%	25,171	32.8%	0	0.0%	4,265	5.6%	5,761	7.5%	0	0.0%	45,794	59.7%	30,932	40.3%	0	0.0%
July 2010	40,861	53.9%	24,924	32.8%	1	0.0%	4,195	5.5%	5,898	7.8%	1	0.0%	45,056	59.4%	30,822	40.6%	2	0.0%
July 2011	39,924	54.0%	24,028	32.5%	2	0.0%	4,103	5.6%	5,817	7.9%	0	0.0%	44,027	59.6%	29,845	40.4%	2	0.0%

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. 1976 was the first reporting year. Information is then displayed in five year increments ending with the current reporting year.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Age Groups**  
**July 2011**

*Age Distribution for Commonwealth Employees*  
*July 2011*  
*(GAWFR Table 46)*

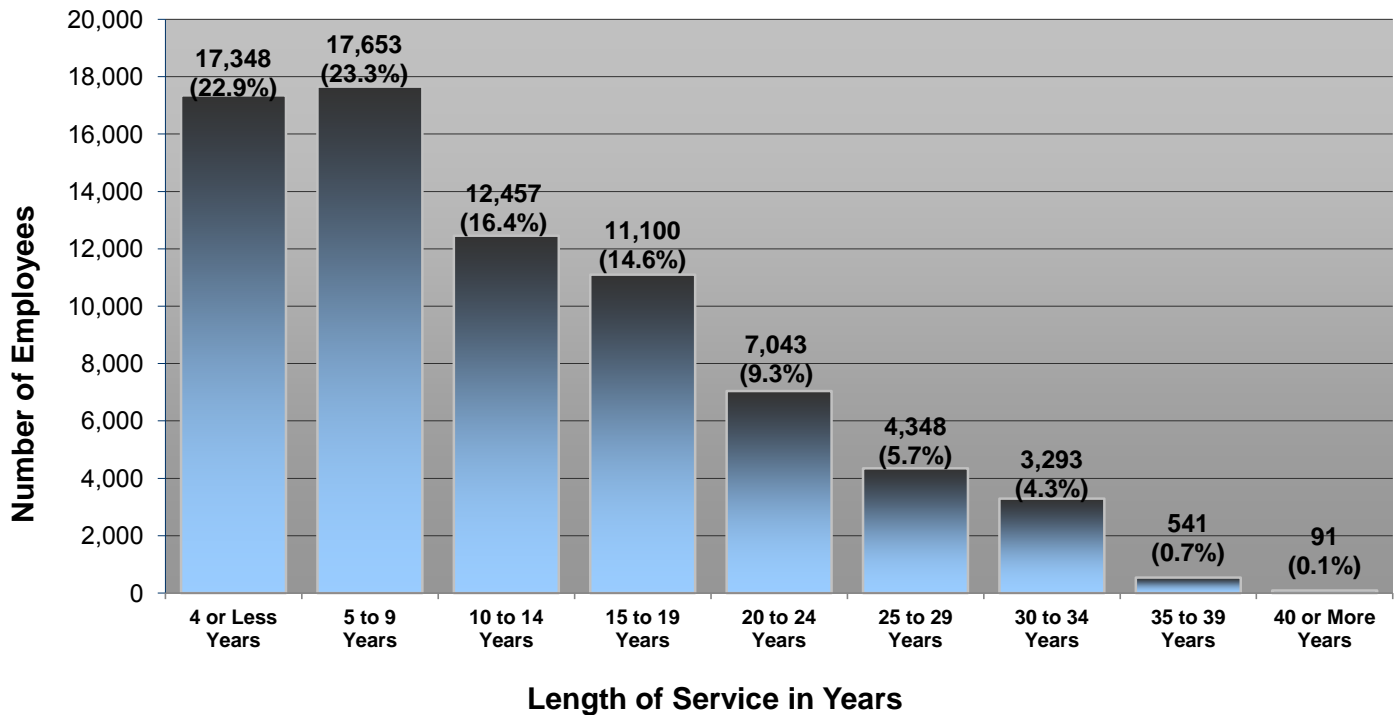


SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

**STATE GOVERNMENT WORKFORCE STATISTICS DASHBOARD - Demographics**  
**Length of Service**  
**July 2011**

*Length of Service Distribution for Commonwealth Employees*  
*July 2011*  
*(GAWFR Table 47)*



SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees. Length of service is defined as service credit for leave purposes.

COMMENTS: There were 632 employees with 35 or more years of state service as of July 2011. The average length of service was 12.1 years, which is consistent with the previous reporting year (12.6).



**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees per 10K Residents**  
**July 2011**

*Rank Order of All States by Ratio of State Employment to State Population  
including employees not under the Governor's jurisdiction  
(GAWFR Table 10 and 11)*

ST	STATE	RANK	EMPS/10 K
HI	Hawaii	1	540
AK	Alaska	2	419
ND	North Dakota	3	366
DE	Delaware	4	347
WY	Wyoming	5	279
NM	New Mexico	6	274
VT	Vermont	7	266
MT	Montana	8	265
WV	West Virginia	9	257
AR	Arkansas	10	248
OK	Oklahoma	11	236
UT	Utah	12	235
LA	Louisiana	13	230
SD	South Dakota	14	230
WA	Washington	15	230
KY	Kentucky	16	226
AL	Alabama	17	225
RI	Rhode Island	18	222
CT	Connecticut	19	220
IA	Iowa	20	218
MS	Mississippi	21	216
OR	Oregon	22	216
ME	Maine	23	211
NE	Nebraska	24	206
NJ	New Jersey	25	201

ST	STATE	RANK	EMPS/10 K
NH	New Hampshire	26	198
VA	Virginia	27	197
SC	South Carolina	28	194
CO	Colorado	29	192
KS	Kansas	30	191
MI	Michigan	31	189
NC	North Carolina	32	188
WI	Wisconsin	33	186
MN	Minnesota	34	185
ID	Idaho	35	182
IN	Indiana	36	180
MA	Massachusetts	37	178
MO	Missouri	38	174
OH	Ohio	39	163
MD	Maryland	40	162
GA	Georgia	41	159
TN	Tennessee	42	157
NY	New York	43	148
TX	Texas	44	144
PA	Pennsylvania	45	141
CA	California	46	131
NV	Nevada	47	130
AZ	Arizona	48	129
IL	Illinois	49	123
FL	Florida	50	114

**National Average    172**  
**Pennsylvania        141**

SOURCE: "2010 Annual Survey of Public Employment and Payroll" as of March 2010 and "Intercensal Estimates of the Resident Population for the United States, Regions, States, and Puerto Rico" as of July 1, 2010, U.S. Census Bureau.

NOTE: State Government data includes full-time and part-time, salaried and wage employees. Pennsylvania figures include Penn State University but exclude Pittsburgh, Temple, and Lincoln Universities.

COMMENTS: Pennsylvania has 141 state employees per 10,000 residents, one of the lowest rates in the nation ranking forty-fifth out of the fifty states. The national average is 172.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees Average Salary**  
**March 2010**

*Average Annual Salary of All State Employees  
including employees not under the Governor's jurisdiction  
(GAWFR Table 12)*

ST	State	Rank	Salary
NJ	New Jersey	1	\$69,209.00
CA	California	2	\$68,880.00
CT	Connecticut	3	\$67,579.00
NY	New York	4	\$65,811.00
MN	Minnesota	5	\$64,057.00
IA	Iowa	6	\$63,909.00
IL	Illinois	7	\$63,893.00
RI	Rhode Island	8	\$63,579.00
MI	Michigan	9	\$62,498.00
AK	Alaska	10	\$62,117.00
CO	Colorado	11	\$60,400.00
OH	Ohio	12	\$59,940.00
MA	Massachusetts	13	\$59,675.00
WA	Washington	14	\$58,956.00
WI	Wisconsin	15	\$58,817.00
NV	Nevada	16	\$58,688.00
MD	Maryland	17	\$55,803.00
VT	Vermont	18	\$55,737.00
NH	New Hampshire	19	\$55,004.00
PA	Pennsylvania	20	\$54,769.00
OR	Oregon	21	\$53,426.00
UT	Utah	22	\$52,911.00
VA	Virginia	23	\$52,612.00
AZ	Arizona	24	\$52,381.00
LA	Louisiana	25	\$51,387.00

ST	State	Rank	Salary
TX	Texas	26	\$51,359.00
ID	Idaho	27	\$51,358.00
WY	Wyoming	28	\$50,881.00
KS	Kansas	29	\$50,138.00
DE	Delaware	30	\$49,353.00
ND	North Dakota	31	\$49,241.00
AL	Alabama	32	\$49,183.00
ME	Maine	33	\$48,755.00
IN	Indiana	34	\$48,277.00
MT	Montana	35	\$48,187.00
NE	Nebraska	36	\$48,150.00
NM	New Mexico	37	\$47,733.00
HI	Hawaii	38	\$47,312.00
KY	Kentucky	39	\$47,276.00
SD	South Dakota	40	\$47,251.00
NC	North Carolina	41	\$46,502.00
OK	Oklahoma	42	\$46,370.00
FL	Florida	43	\$46,336.00
TN	Tennessee	44	\$45,861.00
SC	South Carolina	45	\$45,721.00
AR	Arkansas	46	\$45,545.00
GA	Georgia	47	\$45,533.00
WV	West Virginia	48	\$42,647.00
MS	Mississippi	49	\$42,441.00
MO	Missouri	50	\$42,219.00

**National Average      \$55,424**  
**Pennsylvania        \$54,769\***

SOURCE: "2010 Annual Survey of Public Employment and Payroll," U.S. Census Bureau. March 2010 data is the latest available.

NOTE: \*Pennsylvania's average salary includes all full-time state employees, including those not under the Governor's jurisdiction. This includes Attorney General, Treasury, Auditor General, Turnpike Commission, Legislative and Judicial branches, state universities, and the state-related universities of Penn State, Pittsburgh, Temple, and Lincoln which are reported and averaged together by the Census Bureau.

COMMENTS: The national average annual salary of state employees increased by 1.2% from 2009 to 2010. The average annual salary of commonwealth employees increased by 5.2% during the same timeframe.

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County**  
**July 2011**

*Salaried Employees by Headquarters and Voting County*  
*(GAWFR Table 51)*

County	Employment	Residence
Adams	176	398
Allegheny	3,751	3,172
Armstrong	227	390
Beaver	319	461
Bedford	256	416
Berks	1,652	1,730
Blair	1,329	1,471
Bradford	232	251
Bucks	674	845
Butler	411	598
Cambria	1,923	2,603
Cameron	102	72
Carbon	216	371
Centre	1,148	916
Chester	921	875
Clarion	216	397
Clearfield	1,331	1,280
Clinton	193	404
Columbia	202	564
Crawford	810	917
Cumberland	1,714	4,480
Dauphin	16,359	7,961
Delaware	1,032	1,133
Elk	145	199
Erie	1,646	1,548
Fayette	1,334	1,207
Forest	705	200
Franklin	651	693
Fulton	137	127
Greene	882	609
Huntingdon	1,430	937
Indiana	968	938
Jefferson	273	417
Juniata	102	486
Lackawanna	2,005	2,186
Lancaster	813	1,530
Lawrence	503	565
Lebanon	576	1,004
Lehigh	1,060	916
Luzerne	2,836	3,194

**STATE GOVERNMENT WORKFORCE STATISTICS - Geography**  
**Employees by County**  
**July 2011**

*Salaried Employees by Headquarters and Voting County*  
*(GAWFR Table 51)*

County	Employment	Residence
Lycoming	1,450	1,232
Mckean	151	235
Mercer	796	878
Mifflin	105	458
Monroe	374	340
Montgomery	3,478	2,079
Montour	593	239
Northampton	382	573
Northumberland	803	1,505
Perry	372	1,130
Philadelphia	3,302	3,581
Pike	160	128
Potter	166	169
Schuylkill	1,379	1,908
Snyder	957	792
Somerset	1,352	1,120
Sullivan	104	77
Susquehanna	173	295
Tioga	227	229
Union	96	319
Venango	1,290	1,151
Warren	576	608
Washington	550	1,100
Wayne	852	408
Westmoreland	2,219	2,123
Wyoming	114	216
York	593	2,279
Outside Pa	0	241
<b>Total</b>	<b>73,874</b>	<b>73,874</b>

SOURCE: Office of Administration, Division of Business Information and Support, IRIS and Microsoft Access.

NOTE: Includes full-time permanent salaried employees.

COMMENTS: State employees live and work in every county of Pennsylvania. As of July 2011, over half (57.1 percent) of all state employees worked in the metropolitan areas of Harrisburg, Philadelphia, Pittsburgh, and Scranton/Wilkes-Barre, and half (51.3 percent) of all employees had those four areas as their voting addresses. A total of 241 employees resided outside of the Commonwealth's geographic boundaries.

## Glossary



**Appointment** - The hiring of a person to perform designated duties in a Commonwealth agency in exchange for compensation. Does not refer to transfers in from other state agencies.

**Average** - The arithmetic mean - the sum of observations divided by the total number of observations.

**Benefits** - Services or goods given or money indirectly given to an employee.

**Centralized payroll system** - A computerized data system containing payroll information for each Commonwealth employee and position.

**Civil Service position** - A position in the classified service under Article 1, Section 3 (d), of the Civil Service Act.

**Class** - A group of positions with sufficiently similar duties and responsibilities so that they may be assigned the same title and treated alike for pay and other personnel purposes.

**Compensation** - Money given directly or indirectly to an employee as well as services or goods given to an employee. Used interchangeably with pay.

**Equal Employment Opportunity Commission (EEOC) occupational groupings** Eight standard job categories as defined by EEOC, used by state and local governments in reporting statistics to the federal government.

**Fiscal year** - In Commonwealth agencies, July 1 of a given year through June 30 of the next year.

**Full-time employee** - An employee who is expected to be in an active pay status for either 75 or 80 hours per biweekly pay period.

**Furlough** - Removal of an employee from his or her position because of a lack of funds, work, or other operational reasons.

**Metropolitan Statistical Area (MSA)** - Refers to a county or group of contiguous counties forming a metropolitan area based on criteria developed by the U.S. Census Bureau.

**Minority** - African Americans, Hispanics, American Indians, Alaskan Natives, Asians, and Pacific Islanders who are not categorized as white for statistical reporting purposes.

**Non-Civil Service position** - A position not covered by the Civil Service Act.

**Part-time employee** - An employee who is expected to be in an active pay status fewer than 75 or 80 hours in a pay period, depending upon the employee's pay schedule.

**Permanent employee** - An employee hired with the expectation of being in an active pay status for more than 12 consecutive months or from nine to 12 consecutive months inclusive on an annually recurring basis.

**Position** - An authorized and individually identified group of duties and responsibilities assigned or delegated by competent authority requiring the full- or part-time employment of at least one person.

**Resignation** - The voluntary termination of employment other than retirement.

**Retirement** - Voluntary termination of employment followed by the receipt of certain benefits based on eligibility criteria under the retirement.

**Salaried employee** - An employee who is paid for a regularly scheduled number of hours during a biweekly pay period.

**SAP** - A computerized data system where the personnel and payroll records of each employee and position in state government are maintained. The information on filled positions does not include positions occupied by incumbents who are in a leave without pay status. These records were previously located in the Integrated Personnel/Payroll System (IPPS) prior to transitioning in January of ????

**Salaried position** - A position requiring the full- or part-time employment of at least one person on a regularly scheduled basis for a period of time exceeding six months.

**Separation** - The ending of a person's Commonwealth employment. Does not refer to transfers to other state agencies.

**Temporary employee** - An employee who is hired with the expectation of being in an active pay status for less than nine consecutive months or from nine to 12 consecutive months inclusive without working on an annually recurring basis.

**Wage employee** - An employee who is paid on an hourly basis and whose hours of work must be reported each pay period.

**Wage position** - A position requiring the full- or part-time employment of one person, either on a regular schedule for a limited duration of time or on an intermittent or irregularly scheduled basis without regard to the employment duration.

**Workforce** - Those persons employed by the Commonwealth.